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New techniques for the inspection of bridges will help local governments repair and maintain their spans more accurately and economically, as discussed beginning on page 28. (Golden Gate Bridge photo by Norma Watts; blueprint photo by Jeff Licata, blueprint courtesy of CH2M HILL.)

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AC&C's 1985 Salary And Benefits Survey

With benefits costing local governments $50 billion annually, officials are finding creative ways to stretch their expense accounts.

By Ken Anderberg, Editor

Employee benefits, not salaries, will be an important future concern for public officials struggling to stretch shrinking budgets. Benefits such as medical and dental coverage, and pension and retirement plans are costing state and local governments as much as $50 billion annually, or more than 22 percent of gross salaries and wages. According to the U.S. Census Bureau, that percentage is much higher in several states, reaching 33.6 percent in Washington, 33.5 percent in New York and 31.1 percent in Oregon.

Public employees are offered a variety of benefit programs, with the types and payment responsibilities differing in each region of the country. Among the major benefits offered are Social Security, retirement, unemployment insurance, workers' disability compensation insurance, life insurance, and health, hospitalization and dental insurance. Not included in the Census Bureau statistics, but also impacting on local government payrolls are paid vacations, sick leave and holidays. Bureau statistics indicate that retirement plans alone account for 11 percent of total payrolls, while health and hospital insurance amounts to 5 percent.

Concerns about benefits are growing, both by employers and their employees. Local governments are being challenged by escalating costs of benefits and increasing demands for more perks. Meanwhile, employees face the possibilities of paying taxes on their benefits and of having to shoulder more of the financial responsibility.

Many employers are drawing the line on these "extras," where costs for such items as major medical insurance are bleeding budgets dry. One alternative being considered is the "cafeteria plan," where a list of optional benefits is offered, with the employee choosing from that list until a pre-determined cost ceiling is reached. This concept also allows employees to piece together the best benefit package for their particular needs, rather than having perks that may be useless to them.

Employee benefits are a key element of the just-completed *American City & County* annual Salary and Benefits Survey. Results of this national polling of local government officials show definite trends in how communities of varying sizes and in different regions of the country reward public employees. For instance, a public works director in the Southwest is less likely to receive fully paid major medical coverage than one in a Mid-Atlantic state; and a parks and recreation director would be more apt to have fully paid dental insurance in a city or county of 40,000 population than in a community of 500,000.

The 1985 survey was mailed to 1,250 of the magazine's readers, including city managers, public works directors, city administrators, finance directors, county managers, and directors or superintendents of water, street, wastewater, solid waste, traffic, and parks and recreation departments. More than 50 percent of those receiving the survey

Mean Average Salary by Community Population

Title	Under 25,000	25,000-99,999	100,000-499,999
City Manager	$34,219	$50,000	$56,667
County Manager	36,667	38,000	55,000
City Administrator	37,143	*	50,000
Director, Finance	28,571	38,571	*
Director, Public Works	29,231	40,000	55,000
Director, Streets/Highways	23,478	27,333	30,000
Director, Water Supply	25,625	40,000	43,333
Director, Wastewater Treatment	23,333	30,769	50,000
Director, Water/Wastewater	26,087	30,000	*
Director, Traffic/Transportation	*	40,000	42,000
Director, Solid Waste/Sanitation	25,000	29,167	35,000
Director, Parks/Recreation	28,750	32,222	32,857

**Insufficient data available*

Mean Average Salary by Region

Title	Northeast	Mid-Atlantic	Southeast	Midwest	Southwest	North Central	Western	National Average
City Manager	$33,636	$31,111	$37,083	$40,556	$46,667	$33,333	$37,143	$37,160
Director, Finance	40,000	35,000	32,500	36,000	*	*	23,333	34,286
Director, Public Works	34,000	27,500	42,500	34,545	38,000	35,000	40,000	36,500
Director, Streets/Highways	23,636	35,000	30,000	26,250	24,000	*	26,667	26,596
Director, Water Supply	31,250	*	33,333	30,000	*	*	37,500	32,143
Director, Wastewater Treatment	30,000	26,667	26,667	28,000	42,500	26,667	26,667	27,931
Director, Water/Wastewater	28,571	30,000	26,667	27,273	*	*	25,000	27,188
Director, Solid Waste/ Sanitation	37,500	40,000	30,000	30,000	*	*	42,500	33,571
Director, Parks/Recreation	27,500	38,000	27,500	30,000	30,000	*	36,667	31,250

Insufficient data available

responded, although only 431 returns were tabulated due to omissions on the completed questionnaires.

Surveys were sent to readers in all seven geographic regions of the country, and to communities of all sizes. Respondents were asked to designate which area they resided in, the population of their city or county and their job title. Failure to provide any one of these three vital pieces of information invalidated the response. The *American City & County* survey should not be considered a scientific analysis of public employee salaries and benefits. Salary levels, for instance, are affected in cases where there is a disproportionate number of responses from large communities included.

A total of 47 states are represented in the survey data. Leading in total responses was the Midwest with 98 questionnaires returned. The Southeast was next with 85 samples, followed by the Northeast (80), West (71), Southwest (39), Mid-Atlantic (34) and North Central (24).

More than 51 percent of the survey responses are from communities with populations under 25,000. Mid-sized communities of 25,000 to 99,999 people comprise more than 30 percent of the sample, and cities and counties of more than 100,000 population make up the remaining 18 percent.

Salaries for the 12 job titles calculated from the survey show a consistent rise as the population size of the community increases. Thus, pay scales for directors of street and highway departments have a mean average of $23,478 for cities and counties with populations under 25,000 (small), $27,333 for populations of 25,000 to 99,999 (medium), and $30,000 for 100,000-plus population (large).

City administrators reported the highest mean average salary level for small communities. City managers were highest in the medium and large categories. Forty-seven percent of the city managers reporting say they are paid less than $35,000 annually; the majority of city administrators (55.6 percent) placed their income in the $25,000-34,999 range.

Salaries, on average, are similar in various regions, with those in the Southwest the highest.

Nearly half (48 percent) of the public works directors included in the survey say they earn less than $35,000 per year, and another 34 percent placed their income between $35,000 and $45,000. Other job titles, with the percentage earning less than $35,000 in parentheses, include: finance director (47.6); parks and recreation director (62.5); street and highway director (89.4); water supply director (60.7); wastewater director (75.9); water and wastewater director (93.8); traffic and transportation director (30.8); and solid waste and sanitation director (67.9).

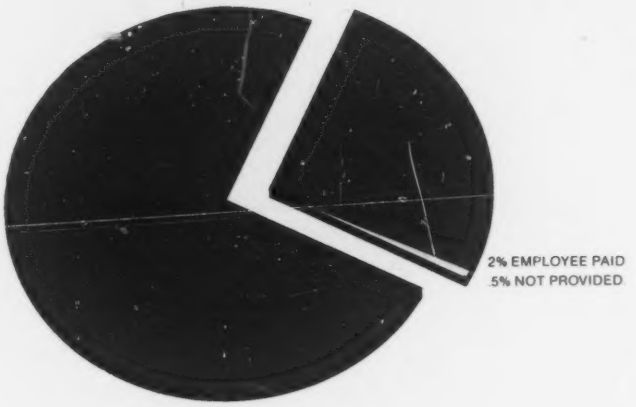
In contrast to the 1984 Salary and Benefits Survey, when respondents indicated salaries in the West were considerably higher than the national average, this year's survey shows more balance from region to region. The highest mean average of nine representative titles occurs in the Southwest, but there is less than a 10 percent difference between salaries there and in the North Central region, which has the lowest mean average.

For public works directors, respondents in the Southeast reported the highest salaries, with the lowest registered in the Mid-Atlantic. Also, the Southwest shows the highest pay for city managers and the Mid-Atlantic the lowest.

While salaries showed little change from region to region, interesting data was reported in the benefits side of the *American City & County* survey. For instance, dental insurance is apparently an important perk in the West since the percentage of respondents indicating they had fully paid dental plans is nearly twice the national average (58.5 percent to 33 percent). Other benefits trends include:

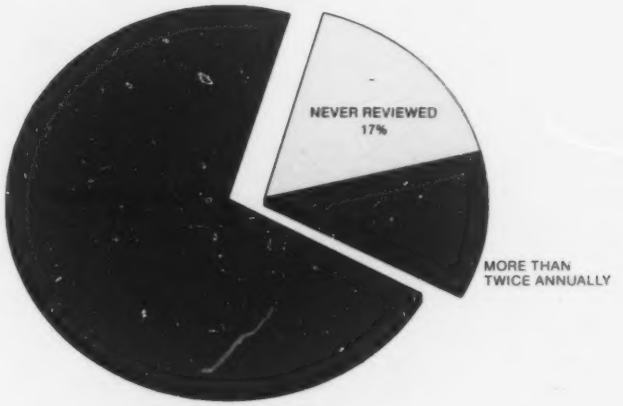
- 73 percent of employees surveyed

Major Medical Insurance



Dental Insurance.

Employee Reviews



receive fully paid major medical coverage, while a scant 0.5 percent have no medical insurance;

- the larger the community, the less likely an employee will have fully paid major medical, with the percentage of employees having fully paid major medical highest in areas with populations under 10,000 (79.1) and lowest where the population exceeds 500,000 (47.4);
- dental plans also are less likely to be fully paid in larger cities or counties;
- life insurance coverage is fairly even throughout the country, except in the Northeast where only 54.9 percent of respondents said they receive fully paid benefits, as opposed to the national average of 71.3 percent;
- the possibility of having a fully paid pension plan declines in larger communities, but a disproportionate 35 percent of the smallest areas offer no pension plan at all;
- community size has a relatively minor impact on the availability of fully paid retirement plans, but there is some variation according to region, with the Southwest the lowest at 21.6 percent and the North Central the highest at 47.8 percent;
- more than 47 percent of local governments offer no vacation days after six months of employment, but another 41.5 percent allow five to nine days after the same length of time;
- the vast majority of public employees surveyed (72.7 percent) receive 10 days to 14 days of vacation after their first year, with that percentage increasing to 76.2 after three years of work;
- when asked if vacation days could be carried over from one year to the next, 67.9 percent said yes;
- most responses (65.2 percent) indicated they are allowed 10 days to 14 days of sick leave after one year on the job and 42.9 percent put that amount at 20 days or more after three years on the job;
- the vast majority (92.3 percent) said sick leave can be accrued from year to year; and
- 70.9 percent of respondents said they are given an annual job review, 8.8 percent are reviewed twice a year, and 17 percent are never evaluated. □

Salaries for public works directors are highest in the Southeast and lowest in the Mid-Atlantic.

Comparable Worth Emerging As Women's Issue of the '80s

Demands for comparable pay are being made at the bargaining table, through administrative complaints and in some cases through court suits.

By Cathy Dombrowski, Washington Correspondent

Recently, the city of Los Angeles agreed to spend $12 million during the next four years to increase salary levels in female-dominated jobs. Officials in Colorado Springs, Colorado, are raising the pay scale for clerical workers. And school districts in Tucson, Arizona, Sacramento and Manhattan Beach, California, and the governments of Sonoma County, California, and Seattle, Washington, are collecting information or conducting job evaluation studies on the question of pay differences between female-dominated job categories and jobs held primarily by men.

Comparable worth, pay equity and job evaluation studies are some of the terms that local officials are learning as they deal with increasing complaints about pay differences. While comparable worth has been an issue since 1974, there is a greater concern today as female employees are escalating their demands for better treatment from the pay master.

Demands for comparable pay — similar wages for jobs that are different but that have equal value — are being made at the bargaining table, through administrative complaints and, in some cases, through court suits. The bases for action are Title VII of the Civil Rights Act and the Equal Pay Act, both of which bar discrimination in compensation. In 1981, the Supreme Court ruled that Title VII covers cases of lower pay for female-dominated jobs, if the lower pay is because the workers are primarily female.

Much of the impetus in placing this issue squarely in the laps of local government officials is being provided by the American Federation of State, County and Municipal Employees (AFSCME). "As recent settlements have demonstrated," says AFSCME President Gerald McEntee, "the momentum in eliminating sex bias from public sector wage scales is now irreversible."

Randy Arndt, speaking for the National League of Cities, explains that comparable worth is "emerging as a major women's issue in the 1980s" and that local officials should be prepared to deal with the situation. Through its national municipal policy, the league supports the principle of comparable pay for jobs of comparable worth, utilizing job standard and job classification systems.

The cost of providing comparable salaries is estimated at 4 percent of the personnel budget.

The Los Angeles comparable worth agreement, which was negotiated by AFSCME, is a "landmark breakthrough" for women, says Mayor Tom Bradley, who notes that the settlement avoided the pressure of a court decision. The agreement was approved 12 to 1 by the City Council after six months of negotiations with the union. AFSCME had lodged a complaint with the Equal Employment Opportunity Commission against the city but did not file suit because of the willingness of city officials to negotiate.

AFSCME Local 2626 President Harriet Newton notes that the union was prepared to go to court to achieve pay equity. "By utilizing the bargaining table, however, we proved that the collective bargaining process is one of the most effective and least costly means to achieve parity for women," she says. In similar situations in New York City and Nassau County, New York, AFSCME has filed suits against the local governments.

Under the current pay scale in Los Angeles, city jobs held largely by women — clerks, secretaries and librarians — earn an average of $1,310 per month, compared to the $1,492 per month average salary for male-dominated jobs such as gardeners, warehouse workers and garage attendants. Salaries for entry level jobs held primarily by women are about 15 percent lower than entry-level jobs held predominantly by men.

During the next three years, Los Angeles will raise the pay scales of female-dominated job categories to levels comparable to those of male-dominated jobs. Affected by the increases are about 3,900 employees, including more than 3,000 women. City Administrative Officer Keith Comrie says the total cost of the negotiated salary increases will constitute one-half of one percent of the city's proposed $2.1 billion budget.

City Council member Joy Picus, a leading proponent of comparable worth, says the agreement was reached "because it was right to do," not because of fear of a court suit. Los Angeles, she says, is the first city to make salary adjustments through collective bargaining, without an employee strike or a court or legislative mandate. Calling it a major achievement, Picus notes that the agreement was put together by the efforts of "a responsible and rea-

sonable union that kept the real goals in mind, by a reasonable staff, and by sensitive and understanding public officials."

Not all such pay settlements are voluntary, however. In Washington state, AFSCME went to court to win a ruling that sex discrimination in state agencies was "pervasive, intentional and in violation of the law." The ruling found that the state was negligent in improving salaries of female-dominated jobs despite a 1974 study that found individuals in these jobs were being paid 20 percent less than those in jobs having the same evaluation points but held primarily by men.

Generally, the cost of providing comparable salaries is equal to 4 percent of a local government's personnel budget. However, the cost to the state of Washington will be more than 25 percent of the state payroll, since the court directed that back pay be paid to those people because of the discrimination. Otherwise, closing the wage gap would have cost an estimated 5 percent of the state payroll.

But all is not smooth sailing for proponents of comparable worth. Among the obstacles is opposition by the Reagan administration.

Clarence Thomas, chairman of the Equal Employment Opportunity Commission, says his panel is examining comparable worth issues to determine if they "are cognizable under the EEO statutes. Our preliminary view is that they are not." In Thomas' view, the equal pay law covers similar jobs requiring equal skills, effort and responsibility, which are performed under similar conditions. Comparable worth, on the other hand, involves the comparison of different jobs.

Title VII addresses "intentional, sex-based wage discrimination," Thomas says, "and rarely can it be shown that an employer, in the comparable worth context, intentionally discriminated against women in assigning wages." An employer's claim that wages are based on market factors are sufficient defense against comparable worth charges, Thomas says.

The question of intentional discrimination and the role of market factors in setting different wages for female-dominated and male-dominated job categories are key factors cited by a majority of the U.S. Civil Rights Commission in accepting a draft report that terms comparable worth an "unsound and misplaced concept." According to Commission Chairperson Clarence Pendelton Jr., "the more attention that is focused on this theory, the less credibility it will have."

Based on a consultation with 16 experts — eight of whom support comparable worth and eight who oppose the concept — the commission agrees that there is a wage gap between men and women. Census Bureau statistics for 1980 show that, at most, women earn 71.5 percent as much as men, a figure achieved by women employed in local government.

But, argues Pendleton, the gap stems "at least in significant part, from a variety of causes having nothing to do with sex-based wage discrimination." These other factors include socialization, women's educational choices in light of child-bearing and child-rearing functions, and the intermittency of women's labor force participation.

Average Earnings of Year-Round Full-Time Female Workers in the U.S.

(By Employment Sector and Race as a Percentage of the Earnings of All Men)

Employment Sector	White Women	Black Women	Hispanic Women	All Women
Federal government	63.1%	62.2%	a	62.8%
State and local government	72.7	64.8	62.9%	71.5
Private sector	56.8	50.2	47.9	56.0
All sectors	59.2	54.7	51.2	58.7

a) Information not available
Source: Current Population Reports, Series P-60, No. 132, Table 58, U.S. Census Bureau, 1980

"Since the wage gap is not entirely due to discrimination," the commission's report says, "it is wrong to try to eradicate that gap in the name of anti-discrimination." The report further contends that "things that are beyond an employer's control should not be the basis for a finding that an employer has discriminated. Similarly, if discrimination in education has affected the job choices of women, the remedy lies in eliminating the discrimination in education."

Commissioners Mary Frances Berry and Blandina Cardenas Ramirez disagree with the report's conclusions, which they say were reached without sufficient fact-finding. They concede that the experts disagree on whether the wage gap is attributable to discrimination, but insist that if any part of the gap at a particular establishment is based on historic or current job segregation, "the employer should be held accountable for a remedy."

Berry and Ramirez argue that discrimination in wages and salaries should be treated in the same manner as other types of employment discrimination proscribed under Title VII. Where an employer intentionally uses unequal pay scales for jobs that require equal skills, effort and responsibility, they contend that the employer has violated Title VII and a remedy should be imposed.

The suggestion that the pay gap will close as more women enter less traditional, higher-paying jobs is not acceptable to Berry and Ramirez, who note that this solution does not help those who are already working in lower paying fields. They may have chosen the job depending on what was open to them, but they did not choose to earn lower pay, the commissioners say. Moreover, they add, just because women may choose to continue to work in certain jobs, there is no justification for women to continue to suffer a loss in earnings in these jobs as a result of pay discrimination.

A major tenet of the commission report is that the setting of wages is not, and cannot be divorced from the forces of labor supply and demand. "These factors heavily influence the setting of pay in many jobs and play an important role in setting wages for virtually all other jobs," the report states. "Merit, seniority, quality or quantity of production, and collective bargaining also affect wages.

Pendleton suggests that job evaluation can establish wage-setting policies within a given organization that are satisfactory to management and employees, "but it is unworkable as a substitute for the market, a result sought by proponents of comparable worth."

Berry and Ramirez note that labor supply and demand is an integral part of establishing wages, but note that a history of segregation in which certain jobs were open or closed on the basis of race or sex is the setting in which labor supply and demand have operated. While a pay disparity may not be proof of illegal discrimination, they add, it is evidence that can be weighed along with other factors by decision-makers in the courts and administrative agencies.

"Eliminating invidious discrimination in wages and salaries is of crucial importance to American families," say the dissenting commissioners, "both those in which women head the household and in which both parents must work to make ends meet. Ensuring fairness in pay scales should be central to any employer's interest in employee morale and productivity." □

The **Municipal Cost Index** increased 0.2 percent for the month to 335.2, the largest increase since October 1984. The index rise was caused by a 0.4 percent increase in the **Consumer Price Index** and a 0.2 percent increase in the **Producer Price Index.**

The **Construction Cost Index** remained at 365.2 for the month due to stable construction and building material prices. In this month's marketbasket, commodities showing the largest increases included asphalt roofing, fuel oil no. 2, generator sets, plumbing fixtures, and sand and gravel. □

Compiled by Jeff Atkinson

THIS MONTH'S MARKETBASKET

	Current Index	Percent Change From: Last Month	Last Year
Air Conditioners	147.2	0.3	1.9
Apparel	181.4	0.3	1.5
Asphalt Roofing	414.3	2.4	4.6
Books	131.3	0.1	4.1
Chemicals, Industrial	335.8	−0.3	−2.8
Coal	548.2	−0.2	1.1
Concrete Products	316.9	0.6	2.6
Construction Machinery	361.2	−0.2	1.0
Diesel Fuel	638.6	0.3	−7.8
Electric Components	198.7	0.1	4.4
Electric Lamps	338.7	−0.6	−2.8
Electric Power	449.4	0.3	4.1
Engines, I.C.	347.8	0.3	3.1
Fans, Blowers	358.8	0.4	4.9
Fertilizers, Mixed	259.7	0.2	−3.7
Floor Coverings	192.4	0.2	2.2
Flow Instruments	100.1	0.2	N/A
Footwear	255.3	−0.1	1.5
Foundry Products	362.9	−0.3	0.9
Fuel Oil No. 2	675.9	1.9	−5.2
Furniture	305.0	0.5	3.0
Gasoline	545.2	5.5	−4.6
Generator Sets	350.6	0.1	3.3
Glass	220.5	−0.3	−4.2
Glass Containers	371.4	0.2	3.7
Gypsum Products	317.8	−1.0	−10.0
Hardware	305.0	0.3	3.5
Heating Equipment	257.8	0.2	3.0
HVAC Controls	122.0	−1.8	1.4
LP Gas	529.1	−0.2	−16.1
Lubricants	372.2	0.4	0.5
Lumber	340.5	−1.3	N/A
Metal Fabrications	314.3	0.0	1.6
Millwork	309.5	−0.1	0.7
Motor Vehicle Parts	354.4	0.1	0.5
Mowers	261.0	0.2	1.6
Natural Gas	1379.7	−0.2	−1.7
Office Machines	154.9	0.7	0.3
Paint	280.4	0.3	4.4
Paper	303.6	0.0	1.1
Passenger Cars	226.9	0.0	2.2
Plumbing Fixtures	311.3	1.1	3.3
Plywood	222.7	−0.4	−8.6
Portland Cement	359.4	−0.7	2.2
Residual Fuel	1087.9	−2.2	−1.7
Sand, Gravel	308.3	1.1	4.9
Sanitary Papers	374.8	0.2	4.1
Soaps, Detergents	273.1	0.0	3.3
Sporting Goods	205.5	0.0	0.3
Steel Mill Products	367.5	0.1	0.9
Struc. Clay Products	291.7	0.0	2.4
Switchgear	276.7	−0.3	−0.1
Tires, Tubes	239.1	−0.9	−1.8
Transformers	232.6	−0.8	2.6
Trucks	332.2	0.0	−0.6
Valves	104.4	0.1	2.5
Wire, Cable	203.4	0.1	−1.3
Wiring Devices	360.4	0.0	2.7

At-A-Glance Changes

MUNICIPAL COST INDEX

Last Year 330.8 — Last Month 334.7 — This Month 335.2

Percent Change From Last: Month 0.2 Year 1.3

CONSTRUCTION COST INDEX

Last Year 361.9 — Last Month 365.2 — This Month 365.2

Percent Change From Last: Month 0.0 Year 1.0

CONSUMER PRICE INDEX (BLS)

Last Year 308.8 — Last Month 318.8 — This Month 320.1

Percent Change From Last: Month 0.4 Year 3.7

PRODUCER PRICE INDEX (BLS)

Last Year 311.4 — Last Month 308.7 — This Month 309.3

Percent Change From Last: Month 0.2 Year −0.6

QUARTERLY MUNICIPAL TRENDS

	Current Level	Percent Change From: Last Qtr.	Last Year
Receipts	539.8B	2.9	9.1
Federal Grants	97.0B	5.3	12.1
Durable Purchases	14.5B	1.4	6.6
Consumables	37.5B	1.6	9.6
Services	367.2B	1.9	8.6
Structures	43.7B	−3.2	17.2
Salaries, Wages	267.8B	1.8	7.9
Surplus	55.8B	17.2	9.0
Employment	13.235M	−0.1	1.0

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AUGUST 1985

AMERICAN CITY & COUNTY

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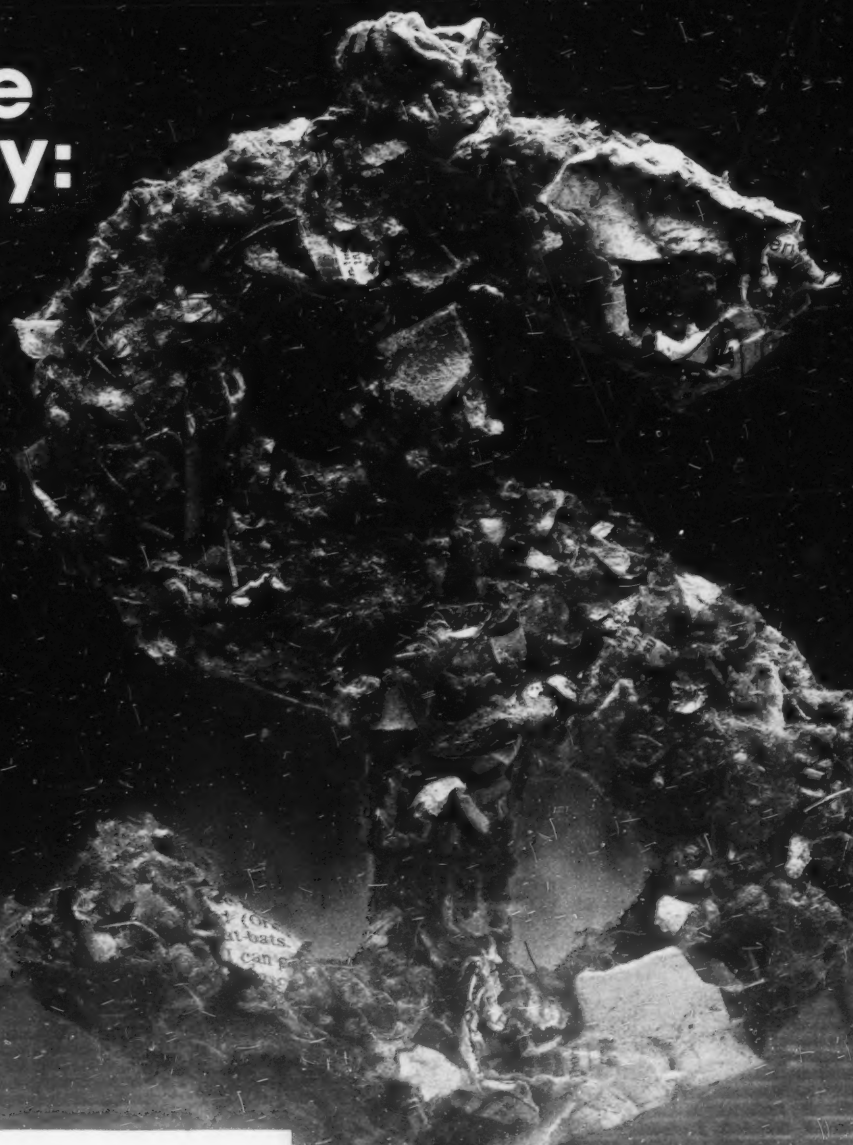
Resource Recovery: Trash To Cash

Raising Revenues: Which Way To Go?



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August 1985

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About the Cover

Solid waste disposal has taken on a new twist, as waste-to-energy facilities gain in popularity. Financial considerations are an important ingredient, both because of the enormous costs involved and due to the revenue generated by tipping fees and energy production. Story on page 28. (Refuse-derived fuel forming the dollar sign was provided by Combustion Engineering, Inc. Photograph by Jeff Licata.)

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MUNICIPAL COST INDEXES

The **Municipal Cost Index** rose 0.4 percent for the month to 336.4, marking the largest increase in the index since November 1983. The **Construction Cost Index** showed the highest increase, rising 0.5 percent.

The **Consumer Price Index** rose 0.4 percent, while the **Producer Price Index** increased 0.2 percent for the month.

In this month's marketbasket, commodities showing the highest increases, included: diesel fuel, electric lamps, fuel oil no. 2, gasoline, lp gas, lumber, natural gas, plywood and portland cement. □

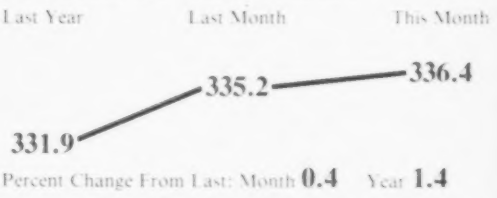
Compiled by Jeff Atkinson

THIS MONTH'S MARKETBASKET

	Current Index	Percent Change From: Last Month	Last Year
Air Conditioners	147.6	0.3	2.4
Apparel	181.6	0.1	1.0
Asphalt Roofing	414.4	0.0	3.9
Books	131.8	0.4	4.0
Chemicals, Industrial	335.3	−0.1	−2.9
Coal	547.3	−0.2	0.0
Concrete Products	320.2	1.0	3.5
Construction Machinery	362.4	0.3	1.3
Diesel Fuel	661.2	3.5	−3.3
Electric Components	198.7	0.0	3.7
Electric Lamps	344.3	1.7	1.2
Electric Power	448.2	−0.3	3.5
Engines, I.C.	347.7	0.0	2.8
Fans, Blowers	358.9	0.0	3.6
Fertilizers, Mixed	260.6	0.3	−3.3
Floor Coverings	190.6	−0.9	−0.6
Flow Instruments	100.2	0.1	N/A
Footwear	253.9	−0.5	1.0
Foundry Products	362.8	0.0	0.4
Fuel Oil No. 2	702.1	3.9	−3.6
Furniture	305.9	0.3	2.9
Gasoline	576.7	5.8	−1.5
Generator Sets	352.0	0.4	3.5
Glass	221.8	0.6	−1.9
Glass Containers	372.3	0.2	2.9
Gypsum Products	317.5	−0.1	−12.0
Hardware	304.8	−0.1	3.2
Heating Equipment	258.4	0.2	2.4
HVAC Controls	123.2	1.0	3.4
LP Gas	536.3	1.4	−13.3
Lubricants	374.0	0.5	1.2
Lumber	349.9	2.8	N/A
Metal Fabrications	314.7	0.1	1.3
Millwork	310.8	0.4	2.2
Motor Vehicle Parts	354.5	0.0	0.5
Mowers	261.4	0.2	1.6
Natural Gas	1444.6	4.7	2.2
Office Machines	154.9	0.0	0.5
Paint	277.8	−0.9	2.9
Paper	304.6	0.3	1.1
Passenger Cars	228.1	0.5	3.1
Plumbing Fixtures	312.7	0.4	3.7
Plywood	232.1	4.2	−1.4
Portland Cement	365.0	1.6	2.2
Residual Fuel	1058.7	−2.7	−6.4
Sand, Gravel	308.9	0.2	4.4
Sanitary Papers	376.1	0.3	3.4
Soaps, Detergents	273.5	0.1	3.4
Sporting Goods	203.5	−1.0	−1.0
Steel Mill Products	367.3	−0.1	0.7
Struc. Clay Products	291.7	0.0	2.1
Switchgear	277.1	0.1	0.2
Tires, Tubes	239.6	0.2	−1.5
Transformers	232.0	−0.3	2.1
Trucks	316.1	−4.9	−5.6
Valves	104.6	0.2	2.5
Wire, Cable	204.2	0.4	0.7
Wiring Devices	362.4	0.6	2.6

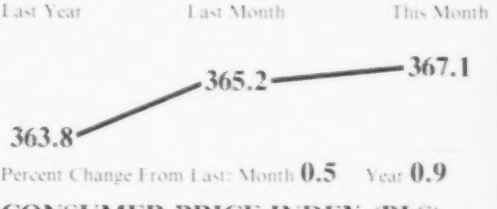
At-A-Glance Changes

MUNICIPAL COST INDEX



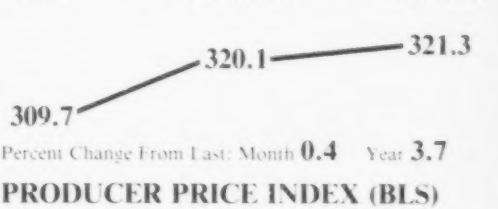
Percent Change From Last: Month **0.4** Year **1.4**

CONSTRUCTION COST INDEX



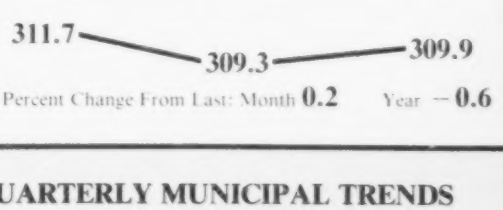
Percent Change From Last: Month **0.5** Year **0.9**

CONSUMER PRICE INDEX (BLS)



Percent Change From Last: Month **0.4** Year **3.7**

PRODUCER PRICE INDEX (BLS)



Percent Change From Last: Month **0.2** Year **−0.6**

QUARTERLY MUNICIPAL TRENDS

	Current Level	Percent Change From: Last Qtr.	Last Year
Receipts	539.7B	2.9	9.0
Federal Grants	97.5B	0.5	7.6
Durable Purchases	14.8B	2.1	6.5
Consumables	37.9B	1.1	6.8
Services	374.6B	2.0	8.2
Structures	45.2B	−1.1	9.2
Salaries, Wages	273.3B	2.1	7.8
Surplus	55.6B	16.8	8.6
Employment	13.310M	0.2	1.4